

**MEMORANDUM OF UNDERSTANDING
BETWEEN
BOARD OF EDUCATION, JACKSONVILLE SCHOOL DISTRICT #117 AND
DISTRICT #117 SUPPORT PERSONNEL –CUSTODIAL/MAINTENANCE, IEA/NEA**

SUBJECT: Temporary Sub Custodial Work

WHEREAS, District #117 Support Personnel – Custodial/Maintenance, IEA-NEA, hereinafter referred to as “Association” and the Board of Education of Jacksonville School District #117, hereinafter referred to as “the Board,” are parties to a collective bargaining agreement, hereinafter “CBA,” effective July 1, 2024 through June 30, 2026;

WHEREAS, the Parties hereto agree to memorialize the terms and conditions of their Agreement in this Memorandum of Understanding (MOU);

NOW THEREFORE, the District #117 Support Personnel – Custodial/Maintenance, IEA/NEA and the Board of Education of Jacksonville School District #117 do hereby agree to this Memorandum of Understanding on the following terms and conditions:

1. The above recitals are incorporated into this MOU as if they had been restated verbatim.
2. The terms and conditions of this MOU shall be effective upon execution and approval of this MOU by both Parties pursuant to prior written agreement of the Parties, whichever occurs first.
3. That parties hereby agree to allow the temporary use of non-bargaining unit personnel to perform bargaining unit work for the subbing of night time custodial work for the district. This additional work will only be allowed to be performed by current district #117 non-certified staff members during the 2025-2026 school year. Current bargaining unit custodial employees will be allowed the first opportunity for the additional overtime work per the contract.
4. This MOU shall expire its own terms on June 30, 2026.
5. This MOU contains the complete understanding of Association and the Board.
6. This MOU may be modified only by written agreement of the parties.

Executed this ____th day of August 2025.

District #117 Support Personnel – Custodial-
Maintenance, IEA/NEA

By: _____
Kevin Scott, President

Jacksonville School District 117,
Board of Education

By: _____
Noel Beard, President
By: _____
Teresa Wilson, Secretary